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## Employment Situation of Person with Disabilities: Case Study in Indonesia

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### Abstract

*Equality in an employment opportunity or commonly known Equal Employment Opportunity (EEO) is still not entirely applicable to a person with disabilities. World Report on Disability record 15,3 percent of the world population is the person with disabilities at 2010. Most of the person with disabilities had not taken part in the mainstream of social activity and mostly relied on social aid, including in Indonesia, where 74,7 percent from the total of a person with disabilities are unemployed. Their living expenses and necessities mostly sustained by their own family, government, or social organization – which had caused a considerable loss for concerned parties. This research intended to discover factors that influence the low employment of a person with disabilities in Indonesia, then aim for the correlations between those factors to the acceptance of employer for a person with disabilities, as well as recommending concerned employer or organizations in supporting employment opportunities for persons with disabilities. Research methodology is done by the survey to an employee about their viewpoint towards workers with disabilities, and data processing is done by SPSS software. Results of research show that education level and design of work procedure significantly affect the low employment rate of workers with disabilities in Indonesia. Further studies and development required to elaborate proper job design for a worker with disabilities, also for developing education system for workers with disabilities.*

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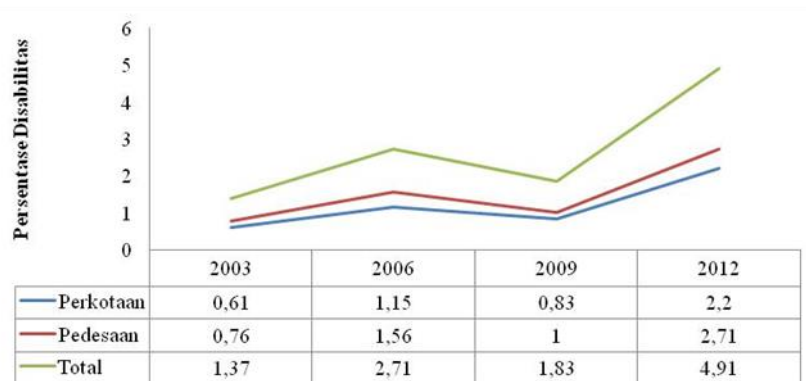
### 1. Introduction

Most people with disabilities did not have equivalent access to health care, education and working opportunities so they cannot perform a regular daily activity. On the other hand, equal opportunity in employment for all (Equal Employment Opportunity), in which person with disabilities should have the same opportunity in employment. Increasing employment opportunities for persons with disabilities become a purpose for a person with disabilities to live

independently, which decreasing dependency to government aid and non-government social organization.

According to World Report on Disability (2011), on 2010 approximately person with disabilities reach 15,3 percent of world population. According to ILO (2007) from 650 millions of person with disabilities, there are 470 million people with disabilities in productive age range. A survey from WHO in 2011 shows that the number of persons with disabilities in low-income countries is about 12 percent higher than in high-income countries. In the sake of their survival, most person disabilities with aided by their families and non-disabilities organization. Khor (2010) mentioned that World Bank estimated the total worldwide loss of gross domestic product (GDP) is between US\$ 1.37 trillion to US\$ 1.94 trillion as the effect of not involving a person with disabilities in society mainstream.

Based on National Socio-Economic Survey shows data of the person with disabilities in Indonesia populations shown in Picture 1 below:



Source: Indonesian Central Bureau of Statistics,  
National Socio-Economic Survey, 2003, 2006, 2009, 2012

**Figure 1. Percentage of Person with Disabilities in Indonesia**

In Indonesia, the most person with disabilities is under status almost poor, poor and very poor. In 2017, the Indonesia government spent more than 188 billion rupiahs for social rehabilitation of person with disabilities.

## 2. Literature Reviews

### Disabilities

According to WHO (2011), disabilities are part of human condition. Disabilities are complicated, dynamic, multidimensional, and opposed. Quoting from (Eko Riyadi et al., 2012), a person with disabilities is a complex social group; some person with disabilities has physical disabilities, mental disabilities or both mental and physical disabilities. The term of a person with disabilities are very diverse, Ministry of Social Affairs address the person with disabilities as a disabled person, Ministry of National Education address a person with special needs, Ministry of National Health address as people with disabilities.

The International Classification of Functioning (2001) classifies the problem that occurs in 3 related areas:

- Impairment, as a problem at body functionality/body structure such as paralysis and blindness.
- Activity limitations, as difficulty in doing an activity such as difficulty in walking or eating.
- Participations restrictions, as problem in society area such as discrimination in employment or transportation.

Quoted from Argyo Demartoto (2005), classifying a person with disabilities based on the type of disabilities or difabel as below:

- Physical disability is a disability that caused impaired body function. This type of disability consists of impaired body movement, vision, hearing, and speaking ability.
- Mental disability, are mentally impaired and behavior either by default or due to a specific illness. This type of disability is mental retardation, psychiatric disorder, alcoholism, also organic mental disorder and epilepsy.
- Physical and mental disability is a condition where a person has both disabilities.

The UN Convention on The Right of Persons in Disabilities (UNCRPD) stated that disability is a developmental concept that resulted from social interaction with impairment and attitudes and constraints in an environment prevent them to fully and effectively participate in society concerning equality with other people. Effect of prevention and constraint caused families, government, and many non-disabilities people became responsible for aiding the person with disabilities to keep on living.

### **Employment**

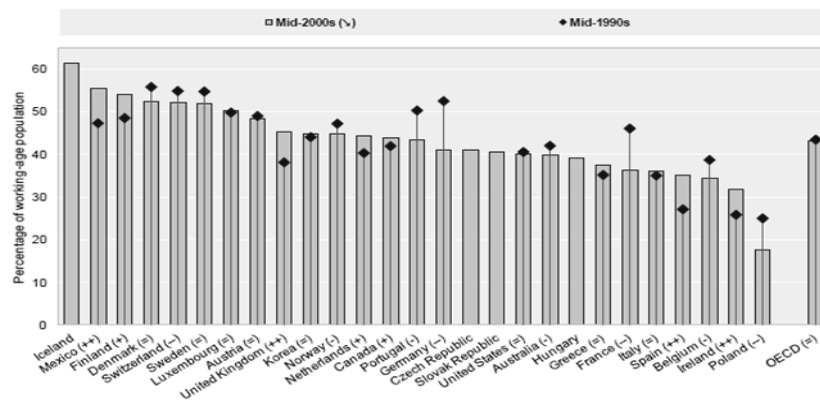
Two critical issues strongly relate in employment, one of it relates to Equal Employment Opportunity (EEO) and Labor Discrimination. EEO is done by the government to make sure that all individual has the same opportunity for employment without differentiation in the race, age, sex, religion or ethnic group (Wilson, 2012). EEO first sparked by US government in form of 14th Amendment (ratified on 1868) that declare it is illegal for any states to establish or enforce any law that would limit privileges of US citizens and in common, courts would see this law to prevent discriminations based on sex, origin, nationality or race (Dessler, 2003).

ILO Convention No. 111 summarizes all form of discrimination. Discrimination that occurs worldwide in employment can happen directly or indirectly. Direct discrimination occurs when someone is unfairly treated, due to various reasons, and acquire disadvantage due to unfair treatment. Discrimination is all type of diversification, exclusion, or preference made based on race, skin color, sex, religion, political views, national extraction or origin, that impacted in abolishing or preventing equal opportunity or treatment in employment or position.

ILO declares that discrimination happens when there is no equality, and equality will happen when there is no discrimination. Fair opportunity in workplace aims to make sure every person in society has the same opportunity in developing their potential as much as possible and allocating time and energy to obtain the highest recognition. Fair treatment in work aims to make sure society performance is given according to their productivity and merit. This is related to employment and working condition, such as the right for wage and safety.

## Employee with disabilities

According to Domzal (2008) most of the worldwide person with disabilities employee as entrepreneurs, stock farmers, factory workers, teachers, drivers, store clerk, artist and computer technician (2008). A person with disabilities can do almost all occupation along with a supportive environment; a person with disabilities can be productive workers. In Houtenville studies, Andrew, David, Robert, and Richard (2009) working level for a person with disabilities seems to decrease in the 21st century.

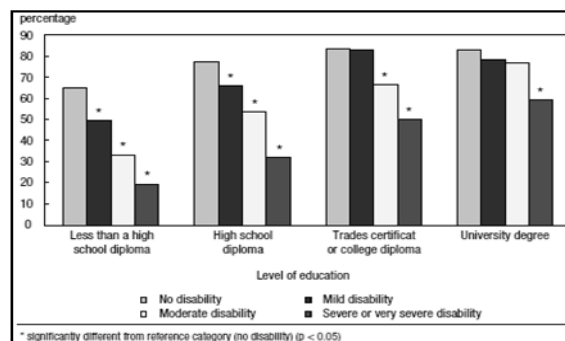


Source: Houtenville et al. 2009

**Figure 2. Employment Rate for Disabilities**

## Factors Causing Low Labor Disability Rate

According to Martin (2014), the main factor that caused the low employment rate of disabilities in Canada is education level. Education level affects the disabilities employment rate. The higher the education level the employment level will be higher.



Source: Canada Statistics, Canadian Survey on Disability, 2012

**Figure 3. Employment Rate with Education Level and Disabilities Level**

Based on Studies done by Martin (2014) *employment* rate on universities graduate, 77% of a person with mild disabilities is universities graduates get employed, as 78% of a person with common disabilities gets employed. Both results compared with regular graduate (non-disability) where 83% gets employed. The differences between these three groups are not very significant. Other factors that affect in person with disabilities *employment* are sex and age range.

**Table 1. Percentage of Discrimination Perception in Disability Employment**

	In the last five years, do you believe that you have been refused a job because of your condition?		
	Total	Men	Women
		percentage	
<b>Total, employment situation</b>	12.0	13.7	10.5
Employed (ref.)	10.0	10.5	9.6
Without a job	16.5*	21.9*	12.4
<b>Mild or moderate disability</b>			
25 to 34 (ref.)	13.0	19.0	7.8
35 to 44	11.3	11.6	11.1
45 to 54	7.0 <sup>†</sup>	8.8 <sup>†</sup>	5.3
55 to 64	4.4 <sup>†</sup>	4.8 <sup>†</sup>	F
<b>Severe or very severe disability</b>			
25 to 34 (ref.)	32.6	37.1	29.0
35 to 44	23.1	27.3	20.7
45 to 54	16.3*	16.5*	16.1*
55 to 64	13.1 <sup>†</sup>	16.4 <sup>†</sup>	8.9 <sup>†</sup>
<b>Severe or very severe, without a job</b>			
25 to 34 (ref.)	43.6	61.9	33.3 <sup>†</sup>
35 to 44	24.6 <sup>†</sup>	30.5 <sup>†</sup>	21.0 <sup>†</sup>
45 to 54	15.9 <sup>†</sup>	22.3 <sup>†</sup>	12.4 <sup>†</sup>
55 to 64	16.6 <sup>†</sup>	22.5 <sup>†</sup>	11.0 <sup>†</sup>

\* significantly different from the reference category (ref.) (p < 0.05)

<sup>†</sup> use with caution

F too unreliable to be published

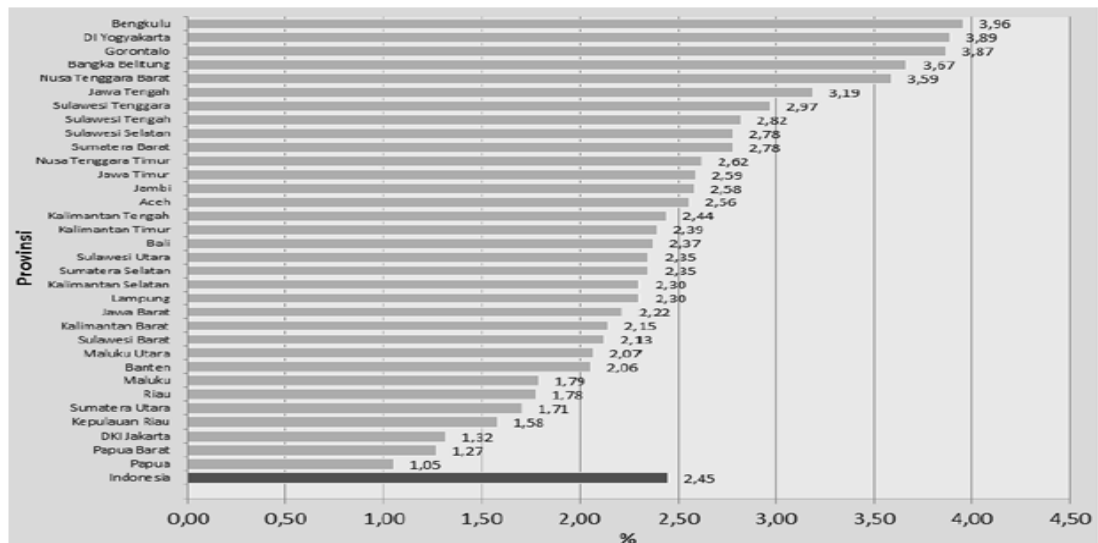
Note: Only persons who were employed at least once in the last five years are included in this analysis.

Source: Statistics Canada, Canadian Survey on Disability, 2012

Some employer did not recruit a person with disabilities not only from disabilities point of view, but some other factors such as age, and sex. Male with disabilities has higher denial (14%) compare to female (11%). People with severe disabilities are getting older, the level of denial will be lower. The data used in these studies specifically age and sex are data from a person with disabilities point of view.

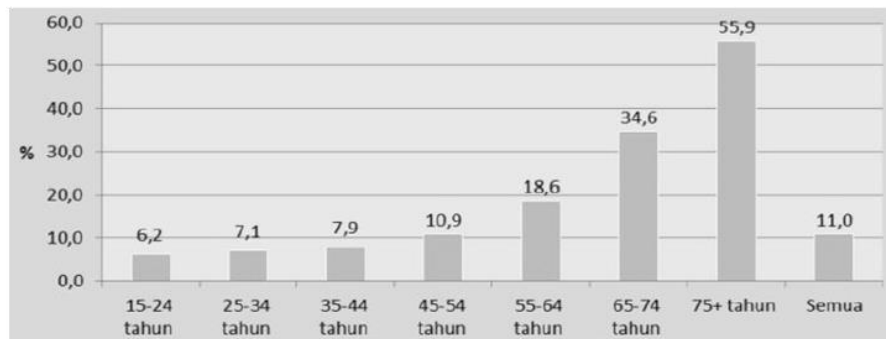
### Mapping Person and workers with disabilities in Indonesia

Based on data from *National Survey of Social and Economic* on 2012, a total of a person with disabilities in Indonesia are 2,45 percent (6.515.500) from 244.919.000 total population, scattered in all province in Indonesia. Picture 4 shows spreading of disabilities all over the province in Indonesia.



Source: Indonesian Central Bureau of Statistics, SUSENAS, 2012

**Figure 4. Percentage of Indonesian Person with Disabilities**

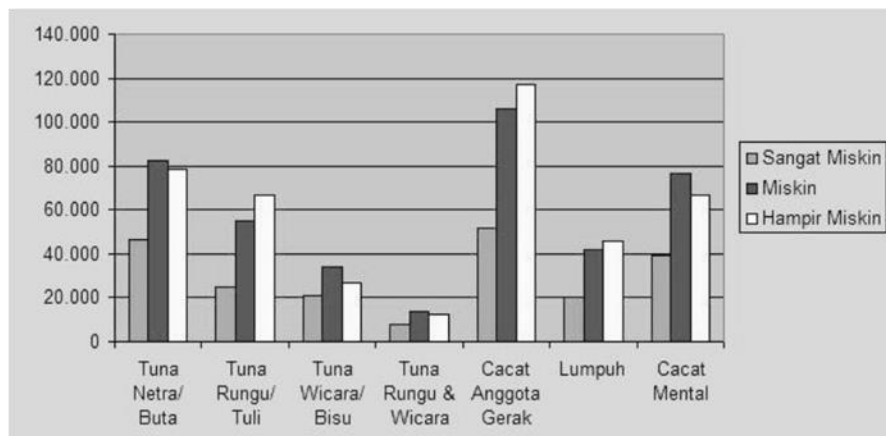


Source: Indonesian Central Bureau of Statistics, RISKESDAS, 2013

**Figure 5. Prevalence of Indonesian Population with Disabilities Age  $\geq 15$  Years Old Based on Age Range**

Indonesian Central Bureau of Statistics (BPS) in 2008 has mapped the poverty situation of a person with disabilities in Indonesia by poverty status indicator that divided as below criteria:

- Not poor: per month expenses more than Rp 350.610,- per person
- Hardly poor: per month expenses around Rp 280.488,- until Rp 350.610,- per person
- Almost poor: per month expenses around Rp 233.740,- until Rp 280.488,- per person
- Poor: per month expenses less or same around Rp 233.740,-



Source: Indonesian Central Bureau of Statistics, PPLS, 2008

**Figure 6. Poverty Situation of Person with Disabilities**

Participation level of the person with disabilities in Indonesia in employment is at a low level. Survey results from Pusdatin Ministry of Social Welfare on 2012 shows that about 74,7 percent person with disabilities in Indonesia are unemployed. Table 2 below shows numbers of disabilities in Indonesia base on their occupation.

**Table 2. Number of Disabilities Based on Occupation**

Work type	Gender		Total
	Male	Female	
Unemployed	525.214	513.365	1.038.579
Labor	74.350	29.911	104.261
PNS/TNI/Polri	3.045	985	4.030
Farmer	111.720	40.518	152.238
Service	34.636	15.884	50.520
Private employees	4.831	1.490	6.321
Civil servants	298	59	357
Entrepreneurs	20.014	9.416	29.430
Livestock	3.196	488	3.648
Total	777.304	612.116	1.389.420

Source : Indonesian Ministry of Social Affairs, Pusdatin, 2012

### **Mapping Person and workers with disabilities in Indonesia**

The Indonesian government has several regulations that protect a person with disabilities; those regulations are described as below :

- 1) Undang-Undang Nomor 4 Tahun 1997 about disabilities  
This regulation organizes someone with a disability explicitly. Which on article 5 said that all disabilities person has the same right and opportunities in all aspect of life and living. In article 6 also said that all disabilities person have rights to obtain education, occupation and decent living, same treatment, accessibility, rehabilitation, and same rights to develop talent, potential and social welfare. Article 14 affirms that state and private enterprises provide same opportunity and treatment to disabilities person.
- 2) Undang-Undang Nomor 39 Tahun 1999 about Human Rights  
This regulations on article 41 sentence 2 explain that all disabilities person, pregnant women, and children have rights for ease and special treatment.
- 3) Undang-Undang Nomor 25 Tahun 2009 about public services  
This regulations on article 1 contain 'administrator obliged to serve with special treatment for certain people in society following laws and regulations' also on sentence 2 contains 'infrastructure and public service facility are meant for certain people as mentioned in sentence one are restricted for a person with no right.'
- 4) Undang-Undang Nomor 28 Tahun 2002 about Building structure  
This regulations are about terms and condition of easiness of connection into and from the building, covering the availability of facilities and accessibility that comfortable, safe and convenient, complete infrastructure for public interest comprehend with the adequate facility.
- 5) Keputusan Menteri Tenaga Kerja No. KEP-205/MEN/1999  
This regulations on article 7 mentioned that after joining the training program, a worker with disabilities has the right to get a certificate, also has the opportunity to join a competition test to obtain a certificate.
- 6) Surat Edaran Menteri Tenaga Kerja dan Transmigrasi No. 01.KP.01.15.2002  
This letter reminds of Undang-Undang Nomor 4 Tahun 1997 about efforts to improve disabilities social welfare, and that employer obliged to provide same opportunities and treatment to employ disabilities worker accordance to type and level of disabilities, education level, and abilities.

### 3. Research Methods

#### Research Types and Approaches

The tools used for researching the caused of the low level of disabilities employment will be obtained from *Survey of Employer Perspectives on the Employment of People with Disabilities Questionnaire* (2008) by United States Department of Labor Office of Disability Employment Policy. This tool with survey aims to find factors that caused a low level of disabilities employment in Indonesia based on management point of view from some private enterprises. This data obtained by directly given to the managerial employee in private enterprises. Tools would be used to find correlation from the factors is SPSS. SPSS aims to correlate every factor has relation or not to the employment of worker with disabilities according to survey result from a managerial point of view. The hypothesis of the cause will be tested in SPSS using regression analysis.

A sample of this study will be taken from an employee in private enterprises managerial level. This study chooses purposive sampling with sample specified for management level to have a point of view about employment. Sample size covers 40 managerial employees from 4 private enterprises wherein 10 samples in each enterprise.

The sample will be collected by tools (*Survey of Employer Perspectives on the Employment of People with Disabilities Questionnaire*) taken from private enterprise managerial level. Data has to be obtained from managerial to make sure the respondent had knowledge of employment and taken from 4 enterprises in order to have a random point of view — factors that cause low employment of disabilities in Indonesia that will be analyzed based on literature reviews such as education level, age, and sex.

### 4. Results

#### Hypothesis Y1 Analysis

This research uses some hypothesis (based on literature review), and operational variable in SPSS. Hypothesis mapping and variable in SPSS. Hypothesis mapping and variable in SPSS shows as table 3 below:

**Table 3. Mapping Variable Hypothesis Y1 vs SPSS**

Hypothesis Variable	SPSS Variable	Explanation
Willingness to cooperate with a person with disabilities	COOPERATE	This variable explains the willingness to cooperate with a person with disabilities
A person with disabilities can assist daily jobs	ASSIST	This variable explains that person with disabilities could assist other employees assignments
Perception of a person with disabilities	PERCEPTION	This variable explains employee point of view towards a person with disabilities
Gender Factor	GENDER	Influence of gender in the occupation of a person with disabilities
Age Factor	AGE	Influence of age in the occupation of a person with disabilities
Education level	EDUCATION	Influence of education level in the occupation



Hypothesis Variable	SPSS Variable	Explanation
		of a person with disabilities
Other factors	OTHERS	Influence of other factors in the occupation of a person with disabilities
Feasibility of a person with disabilities to work (Y1)	PROPER	Feasibility of a person with disabilities to work in Indonesia (Hypothesis Y1)

Source: Processed by researchers

**Table 4. Descriptive Statistics Hypothesis Y1**

Descriptive Statistics			
	Mean	Std. Deviation	N
PROPER	3.98	.768	40
COOPERATE	3.15	1.122	40
ASSIST	2.33	1.118	40
PERCEPTION	3.38	.628	40
GENDER	1.98	.660	40
AGE	2.95	.904	40
EDUCATION	4.03	.660	40
OTHERS	4.65	.483	40

Source: SPSS Output results

From the table above, COOPERATE, PERCEPTION, and AGE variable show the average around 3 (agreed/prefer). We could get a temporary initial conclusion that respondents have a neutral point of view towards a person with disabilities. Exclusion is in variables GENDER (1.98) and ASSIST (2.33). Initial conclusion for both variables is GENDER rated less affecting to disabilities ability and person with disabilities are rated not very capable of assisting other employee assignments. This initial point of view still in line with our literature review which shows that person with disabilities in Indonesia is considered still need assistance rather than assisting another employee.

**Table 5. Hypothesis Y1**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. The error of the Estimate
1	.975 <sup>a</sup>	.951	.940	.188
a. Predictors: (Constant), OTHERS, ASSIST, PERCEPTION, EDUCATION, AGE, GENDER, COOPERATE				

Source: SPSS Output results

Analyzing Summary model for Hypothesis Y1 with PROPER variable (feasibility to work) as the dependent variable, the adjusted R-square number shows 94% from linear regression result can be shown from processed data. Therefore, our hypothesis model reflected most data (>90%) with a minimum deviation standard.

**Table 6. ANOVA Test Hypothesis Y1**

ANOVA						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.848	7	3.121	88.657	.000 <sup>b</sup>
	Residual	1.127	32	.035		
	Total	22.975	39			
a. Dependent Variable: PROPER						
b. Predictors: (Constant), OTHERS, ASSIST, PERCEPTION, EDUCATION, AGE, GENDER, COOPERATE						

Source: SPSS Output results

As seen from the table above, the used model has F-value 88.657 with significantly below 0.01. It can be concluded that our hypothesis Y1 model is valid and can be used to predict factors that influence the feasibility of a person with a disability to work in Indonesia.

**Table 7. Regression Result Y1**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.453	.375		-1.208	.236
	COOPERATE	.171	.106	.250	1.622	.115
	ASSIST	-.064	.050	-.094	-1.278	.211
	PERCEPTION	.226	.093	.185	2.416	.022
	GENDER	-.018	.173	-.016	-.104	.918
	AGE	-.065	.081	-.077	-.798	.431
	EDUCATION	.930	.152	.800	6.102	.000
	OTHERS	-.062	.031	-.102	-2.029	.051
a. Dependent Variable: PROPER						

Source: SPSS Output results

Based on the above table, EDUCATION and OTHERS variable significantly below 0.1 level with a coefficient of each value 0.930 and -0.062. T-value shows 6.102 number and -2.029 for both variables. In our questioner, we allow respondents to fill others variable which resulted as workflow and free tools funded by the government. We can conclude that the main factors that cause low employment rate in Indonesia are education level and other factors such as the absence of concept workflow for a person with disabilities. This is in line with our literature review were to work optimally, a person with disabilities will need a feasible workflow. Other factors not relatively significant, with a highlight that gender and peers to cooperate with a person with disabilities rated not affecting the performance of a person with disabilities.

### Hypothesis Y2 Analyzing and Discussion

To understand the result of mini-research, below are the mapping variable used in Hypothesis (based on literature review) and operational variable in SPSS:

**Table 8. Mapping Variable Hypothesis Y2**

<b>Variable Hypothesis</b>	<b>Variable SPSS</b>
Enterprise employed disabilities employee	HAVE
Enterprise plans to employed disabilities employee (Y2)	PLAN
Disabilities employee education level	EDUCATION
Female disabilities employee has more constraint compare to male	FEMALE
Recruited disabilities employee not adequate	ABILITY
Enterprises do not provide an assessment system for disabilities candidates	ASSESS
Appropriate job design does not exist in the enterprise	JOB
Enterprises do not have known how to organize disabilities requirement and necessities	NEED
Doubt about disabilities employment function	DOUBT
Disabilities performance lower than another employee	PERFORM
Inadequate accommodation	ACCOMMODATE
The high cost of accommodation for disabilities	COST
Education level that not suited with vacancies	SPEC
Cost for healthcare and compensation	MEDICAL
Impacted gaps	AFFECT
The additional workload for disabilities helper	HELP
Lawsuit for disabilities employment	LAW
Indiscipline disabilities due to inadequate state accommodation	COUNTRY
Disabilities employee are considered problematic	TROUBLE
Development of disability employee considered complicated	LIMIT

Source: Data processed by researchers

**Table 9. Descriptive Statistics Hypothesis Y2**

<b>Descriptive Statistics</b>					
	<b>N</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Std. Deviation</b>
HAVE	40	1	5	2.05	.932
PLAN	40	1	4	2.72	.751
EDUCATION	40	2	5	3.87	.822
FEMALE	40	1	4	1.90	.955
ABILITY	40	2	5	4.28	.847
ASSESS	40	2	5	3.40	.632
JOB	40	3	5	4.33	.730
NEED	40	2	5	3.32	.764
DOUBT	40	2	5	3.92	.888
PERFORM	40	1	5	3.55	.932
ACCOMMODATE	40	1	5	3.25	1.032
COST	40	1	5	3.23	.800
SPEC	40	2	5	3.77	.891
MEDICAL	40	1	5	3.32	1.023
AFFECT	40	1	5	3.32	1.185
HELP	40	1	5	3.23	1.165
LAW	40	1	5	2.55	.986
COUNTRY	40	1	5	2.80	.939
TROUBLE	40	1	4	2.37	.774
LIMIT	40	1	5	2.75	1.032
Valid N (listwise)	40				

Source: SPSS Output results

From 40 respondents sample in this mini research, mostly lowest scale is at FEMALE variable. The initial conclusion is most respondents disagree that female workers with disabilities have more constraints rather than male. Another important point from the descriptive result is at HAVE variable has an average response on scale 2. This variable described a current situation where at enterprise where respondent work at still did not recruit disabilities workforce. This is in line with literature review and mini-research background where according to a survey in 2012 by the Ministry of Social Welfare about 74.7% of persons with disabilities in Indonesia are unemployed.

**Table 10. Model Summary Hypothesis Y2**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. The error of the Estimate
1	.985 <sup>a</sup>	.971	.945	.218
a. Predictors: (Constant), LIMIT, ABILITY, DOUBT, ASSESS, NEED, PERFORM, EDUCATION, TROUBLE, COST, JOB, FEMALE, COUNTRY, HELP, MEDICAL, LAW, AFFECT, ACCOMMODATE, SPEC				

Source: SPSS Output results

Analyzing Model summary for hypothesis Y2 with HAVE variable (an enterprise that employed disabilities workforce) as the dependent variable, adjusted R-square shows that processed data can show 94.5% from linear regression. Therefore, our hypothesis model reflected most data (90%) with a minimum deviation standard.

**Table 11. ANOVA Test Hypothesis Y2**

ANOVA						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	32.903	18	1.828	38.512	.000 <sup>b</sup>
	Residual	.997	21	.047		
	Total	33.900	39			
a. Dependent Variable: HAVE						
b. Predictors: (Constant), LIMIT, ABILITY, DOUBT, ASSESS, NEED, PERFORM, EDUCATION, TROUBLE, COST, JOB, FEMALE, COUNTRY, HELP, MEDICAL, LAW, AFFECT, ACCOMMODATE, SPEC						

Source: SPSS Output results

If seen from the table above, the model has F-Value 38.512 with significantly below 0.01. It can be concluded that the hypothesis Y2 model is valid and can be used to predict factors that affected disabilities employment in enterprises.

**Table 12. Regression Result Y2**

		<b>Coefficients<sup>a</sup></b>				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.915	.579		5.032	.000
	EDUCATION	-.005	.184	-.004	-.025	.981
	FEMALE	-.042	.150	-.043	-.282	.780
	ABILITY	-.201	.221	-.183	-.911	.373
	ASSESS	-.399	.201	-.271	-1.991	.060
	JOB	-.105	.288	-.083	-.366	.718
	NEED	-.130	.164	-.106	-.792	.437
	DOUBT	.408	.146	.389	2.793	.011
	PERFORM	-.485	.168	-.485	-2.888	.009
	ACCOMMODATE	-.368	.255	-.407	-1.443	.164
	COST	-.022	.250	-.019	-.090	.929
	SPEC	-1.753	.641	-1.676	-2.736	.012
	MEDICAL	.341	.179	.374	1.906	.070
	AFFECT	.375	.182	.476	2.061	.052
	HELP	.215	.225	.269	.953	.351
	LAW	-.175	.252	-.185	-.694	.495
	COUNTRY	1.833	.610	1.847	3.008	.007
	TROUBLE	.270	.230	.225	1.177	.253
	LIMIT	.706	.169	.781	4.169	.000

a. Dependent Variable: HAVE

Source: SPSS Output results

From above result, variable that affect workforce of disabilities in the enterprise is mostly LIMIT, COUNTRY, DOUBT, SPEC, and PERFORM with each coefficient B rated 0.706, 1.833, 0.408, -1.753, and -0.485. Those variables are all significantly under level 0.05. If related to variable mapping can be concluded that enterprise has doubt and fear of constraint and performance of disabilities workforce, which is not aided with inadequate facilities from government and poor job design to accommodate their necessities. Meanwhile, another variable such as the cost for welfare, performance, and effect to other peers rated as insignificance. From law point of view, enterprises that terminated disabilities workforce do not have a significant effect on the whole mapping of disabilities workforce in our mini research. Enterprises knowledge of disabilities necessities is rated less significant toward the complete mapping of disabilities workforce in our mini research.

## 5. Conclusion and Suggestion

In Indonesia, employment of disabilities workforce in enterprises is still low. This research discovers that main factor that caused it is job design of enterprises and education level. Most enterprises do not have specially design job system for disabilities workforce that causes disabilities workforce employment still low. Not only from job design perspective, but educational level also affect. Many assume that disabilities that graduate from particular school not equal to students from the regular school, so many people with disabilities that wanted to continue to college/university has problem and difficulty to search for a work opportunity although not specified for university graduate students.

Enterprises need to prepare a work system design to employ disabilities workforce. The system can be developed by consulting with DPO (*Disability People Organization*) to create one compatible system for disabilities workforce. Disabilities workforce also needs to be treated equally as regulated under Undang-Undang Nomor 4 the year 1997 about disabilities. Educational system also needs to be modified to prepare disabilities for working and adjusted with their abilities. Current education in extraordinary school cannot fulfil disabilities readiness to work, so will be the required development of curriculum design that prepares disabilities to be ready for work.

The effect of both factors can be concluded in this research, where enterprises have fear and doubts towards constraint in person with disabilities and performance that not meet their requirement, also inadequate facility from government and job design to accommodate a person with disabilities necessities. Amendment needs to be started from the educational level for disabilities so enterprises may be ensured that they have the readiness to work and could perform as expected. The government also needs to provide adequate support for disabilities to sustain their welfare. The enterprises that have been ensured of all of those supports would dare to develop a working system specified for a person with disabilities, so employment of a person with disabilities in Indonesia will increase.

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